

State of Maryland
State Higher Education Labor Relations Board

IN THE MATTER OF:)	
)	
American Federation of State, County and Municipal Employees,)	
)	
Petitioner)	SHELRB ULP Cases No. 04-02;
v.)	04-09; 04-10; 04-29; 04-32
)	
Morgan State University,)	
)	
Respondent.)	
)	

CONSENT ORDER

Petitioner American Federation of State, County and Municipal Employees ("AFSCME" or the "Union") and Respondent Morgan State University ("the University"), acting through their respective counsel, have agreed to waive all further or other proceedings to which the parties may be entitled under Title 3 of the State Personnel and Pensions Article ("Collective Bargaining Statute"), §§ 3-301, *et seq.*, or the Board's Regulations.

Pursuant to the agreement of the parties, the Board hereby orders the University to take the following affirmative action to effectuate the policies of the Collective Bargaining Statute:

1. The University and its agents and representatives shall not interfere with, restrain or coerce its employees in the exercise of the rights guaranteed them by the Collective Bargaining Statute.
2. The University and its agents will respond to AFSCME's written requests for information addressed to the University's Director of Human

Resources and provide AFSCME with the requested information within twenty (20) business days of the date of such request(s). In the event the University is unable to respond to a request for information within twenty (20) business days, the University shall promptly advise AFSCME of the reasons why it needs additional time and request an extension of time, not to exceed five (5) business days, to comply with the request. AFSCME will not unreasonably deny a request for extension of time for good cause shown. If the University is unable to fully respond to a request within the original 20-day period, it shall immediately provide such information that is available and provide the remainder of the information within the extended time period, but not later than twenty-five (25) business days from the date of the information request.

3. The University shall comply with the terms and conditions of the Notice issued by the State Higher Education Labor Relations Board in this matter. Within fourteen (14) days after service by the Board, the University shall post copies of the Notice. Copies of the Notice shall be posted by the University and maintained for sixty (60) consecutive days on bulletin boards in the Montebello Building, the Washington Service Center, the Engineering Complex, the Carter-Grant-Wilson Administration Bldg., the McKeldin Center, Blount Towers, and Carnegie Hall. Reasonable steps shall be taken by the University to ensure that the Notices are not removed, altered, defaced, or covered by any other material.
4. Within fourteen (14) days after service by the Board, file with the Executive Director a certification of the Director of Human Resources attesting to the steps that the University has taken to comply with Paragraph 3, above.

**AMERICAN FEDERATION
MUNICIPAL EMPLOYEES**

By: R-40 B-14, Lead negotiator
(Name and Title)

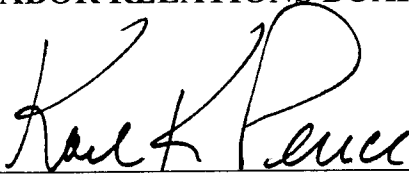
Date: October 10, 2004

MORGAN STATE UNIVERSITY

By: Gregory Richardson
(Name and Title)

Date: October 10, 2004

**ORDERED AND APPROVED BY THE STATE HIGHER EDUCATION
LABOR RELATIONS BOARD**



Date: Nov. 8, 2004,
2004

Karl K. Pence, Executive Director
State Higher Education Labor Relations Board
On behalf of Jamin B. Raskin, Chair

NOTICE TO EMPLOYEES

POSTED BY CONSENT ORDER OF THE STATE HIGHER EDUCATION LABOR RELATIONS BOARD

An Agency of the State of Maryland

Morgan State University ("the University") has agreed with the State Higher Education Labor Relations Board to post and obey this notice.

1. MARYLAND LAW GIVES EMPLOYEES THE RIGHT TO:

- (1) take part or refrain from taking part in forming, joining, supporting, or participating in any employee organization or its lawful activities;
- (2) be fairly represented by their exclusive representative, if any, on collective bargaining; and
- (3) except as provided in §§ 3-303 and 3-305 of this subtitle, engage in other concerted activities for the purpose of collective bargaining.

(Md. Code Annotated, State Personnel & Pensions Article § 3-301(a)(1)-(3) .

2. The University and its agents shall bargain in good faith with the American Federation of State, County and Municipal Employees ("AFSCME") as the exclusive bargaining representative of certain of its non-exempt employees. The University shall furnish AFSCME with copies and permit AFSCME to make copies of certain requested documents necessary and relevant to AFSCME's performance of its function as the collective bargaining representative of the bargaining unit employees.

3. The University and its agents shall respond to AFSCME's written requests for information addressed to the University's Director of Human Resources and provide AFSCME with the requested information in a timely manner as delineated in the Consent Order approved and issued by the State Higher Education Labor Relations Board.

4. The University and its agents will not interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by the Collective Bargaining Law.

_____, 2004
Director of Human Resources